

AMARC

...A Diamond in the Desert

Supplement to the Desert Airman

Issue 7
March 5, 2004



Staff Sgt. Matthew Lohr

Donald Cazal, Air Combat Command's Deputy Director for Maintenance and Logistics, spoke to a packed house of over 240 AMARC employees and community leaders during the annual AMARC awards luncheon at the Davis-Monthan Air Force Base Officers' Club.

Workforce cheers loudest at landmark awards luncheon

By Teresa Vanden-Heuvel
AMARC Public Affairs

The Aerospace Maintenance and Regeneration Center Commander, Col. Lourdes Castillo, hosted AMARC employees and local Tucson community members at the center's first-ever Annual Awards Luncheon, held at the Davis-Monthan Officers' Club.

With air horns and whistles sounding above loud cheers, all of the nominees were individually congratulated and recognized by their commander with a medallion bearing symbol to their contributions to the mission in calendar year 2003.

"We may not be the largest organization in the Air Force, but where we lack in size, we make up in spirit," said Doreen Wells, director of maintenance.

Chosen by a committee of their peers and leaders, the Employee of the Year, Tom Haslag, a management analyst for the Comptroller Directorate, and Supervisor of the Year, Salvador Murillo, program manager for Aircraft Di-

rectorate, were each recognized for their hard work and dedication with a \$400 check and a custom-made trophy.

"I have worked at AMARC for more than 25 years," said Mr. Murillo "and I can't thank you all enough for this type of recognition. This truly is a remarkable place to work, and consider AMARC to be family," he added.

Recipients of the top awards were also recognized by Tucson community leaders; D.J. Nolan and Charles Niblett, both affiliated with the Military Affairs Committee; and Jim Wheeler, Air Force Association state president.

Invited guest speaker to the ceremony, Donald Cazal, Air Combat Command's deputy director for maintenance and logistics, admitted thinking after his tour earlier that day that AMARC "was a well-kept secret," and addressed the audience with words of commitment that he would "personally, and with pleasure, make sure everyone at ACC knows the

See **Awards**, Page 2

Commander's Corner: Recognizing outstanding performers



By Colonel Lourdes Castillo
AMARC Commander

Formal events recognizing outstanding performers serve to not only single out our best, they allow everyone to show support for their co-workers, have a good time and can help provide the necessary motivation keeping individuals, teams and organizations at their best.

It feels good to be recognized for our accomplishments, but when we get to see our friends and co-workers getting the recognition they deserve, the entire workforce can gain a sense of satisfaction about how their team contributes to the organization's success.

When the leaders of an organization define employee expectations, we often forget

about the power of positive reinforcement which nurtures hard work and commitment.

Formal awards are great, but it's the little things that really count. A simple "Thank you," or "You did a nice job," reinforces what you'd like to see the employee do more of—in fact, recognition is one of the most powerful forms of feedback.

People who feel appreciated are more positive about themselves and their ability to contribute.

Most leaders generally understand what they need to do to formally reward, recognize, and motivate their people—in most cases it's the same as what motivates the leader!

But in some situations, they rely too heavily on formal rewards and don't recognize the members of their organization using all the means at their disposal.

Things such as providing praise, honest feedback and letters of recognition reassure employees of their worth.

Things like taking extra time to listen, help-

ing to solve problems, and making decisions as a team show employees that their leadership respects and values their contributions.

Feb. 19, the Aerospace Maintenance and Regeneration Center, formally recognized its behind-the-scenes contributors...the unsung heroes. The result was incredible—a room of over 240 people coming together to cheer for their own.

Who needed air horns and whistles when the air was full of electrifying energy, excitement and genuine happiness?

Without a doubt, Aerospace Maintenance and Regeneration Center was enjoying the moment. But the impact of this event continues beyond the final round of applause.

After all, it's not only formal recognition events that matter; it's also the little things that we do on a regular basis that will ultimately make our teammates' day and ours.

To everyone at AMARC, thank for all you do!

Awards

Continued from Page 1

great things AMARC is doing for the warfighter."

Addressing the Air Force-wide transformation initiative, Mr. Cazel encouraged employees to "lean forward on the concept of continuous process improvement." "Ask yourself," he said, "what do we do everyday that we can do even better?"

Also making a debut at this event was the presentation of a "traveling" Esprit de Corps trophy. Awarded for their superb level of enthusiasm, this "gold" cup of excellence was presented to employees of the Aircraft Directorate.

With thoughtful reminders that it takes more than just one employee's effort to accomplish the mission, Colonel Castillo thanked the entire workforce for their unwavering dedication to the mission and for taking the time to recognize those among them that rise beyond the

call of duty.

Judging by the air of enjoyment circulating in the room, Colonel Castillo's remarks that "it looks like the luncheon was a hit," couldn't have been more on the mark.

And the winners are...



2nd Lt. Daniel King

Employee of the Year

Tom Haslag, a management analyst for the AMARC Comptroller Directorate.



2nd Lt. Daniel King

Supervisor of the Year

Salvador Murillo, program manager for the AMARC Aircraft Directorate.

2003 Award Nominees

Nominees for Employee of the Year

Ms. Ann Williams

Stock Fund Manager

Mr. Dave Petrie

Training Specialist

Mr. Clark Lanser

Aircraft Mechanic Leader

Nominees for Supervisor of the Year

Ms. Myree Flanagan

Chief, T.O. Library and Aircraft Records

Ms. Caroline Sturm

Chief, Analysis Division

Mr. Don Foster

Chief, Budget Division

Ms. Sharon Nelson

Chief, Plans and Programs

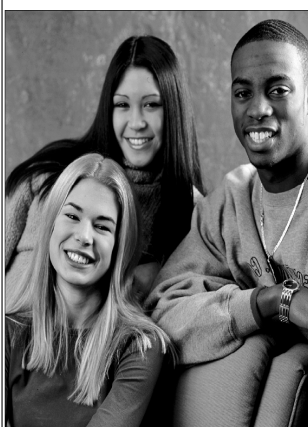
Ms. Patty Tharp

Chief, Financial Services Division

Mr. Frank Yeager

Chief, Facilities Division

Married? Want to work with kids?



Find a rewarding career as Boys Town Family-Teachers.

Boys Town is seeking married couples to be Family-Teachers in its residential programs, located across the nation, working with youth in a family setting.

Successful candidates will implement a behaviorally based treatment program which involves teaching appropriate behaviors and independent living skills.

- Career advancement opportunities
- Salary: \$48,000+ per couple
- Excellent benefit plan

Girls and Boys Town participates in the Combined Federal Campaign (CFC) as a member of the America's Charities federation.



Call Girls and Boys Town today!

1-800-321-4171

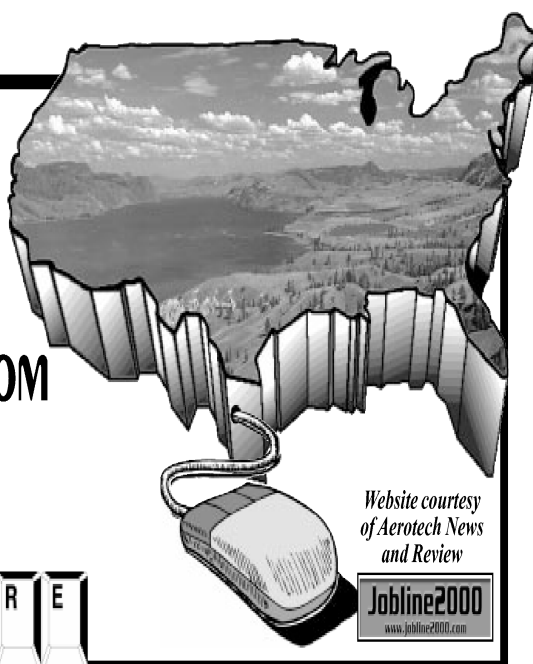
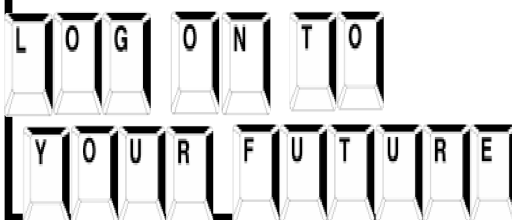
www.girlsandboystown.org

EEO/Drug Testing Employer

Jobline2000

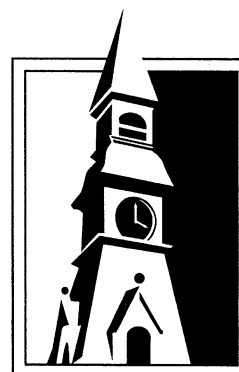
is your connection to weekly updated listings for Aeronautical, Technical, Medical, Professional and other career opportunities from major companies and employers nationwide.

www.jobline2000.com



Website courtesy
of Aerotech News
and Review

Jobline2000
www.jobline2000.com



PARK
UNIVERSITY SM

Park University
at Davis-Monthan Campus Center
offers 2-year and 4-year
academic degree
programs on base.

REGISTER NOW!

INTERNET CLASSES BEGIN MARCH 15TH, 2004.

CAMPUS CLASSES BEGIN MARCH 22ND, 2004.

Evening and weekend classes available. Open to civilians.

Accelerated eight week format, five terms a year.

For more information contact Park University at (520) 748-8266,
or DAVI@mail.park.edu

www.park.edu

DEGREE PROGRAMS

AS and BS - Management
AS and BS - Management/Accounting
AS and BS - Social Psychology
BS - Management/Finance
BS - Management/Human Resources
BS - Management/ Computer Information Systems
BS - Computer Science
BS - Criminal Justice Administration

ONLINE DEGREE PROGRAMS

BS - Management
BS - Management/Computer Info. Systems
BS - Social Psychology
BS - Management/Marketing
BS - Criminal Justice Administration
BS - Management/Human Resources

Park is accredited by the Higher Learning Commission of the North Central Association of Colleges and Schools.

Military augmentees offer AMARC fresh perspectives

"Spring Fling" brings IMAs together

By Carol DeLaRosa Green

AMARC Public Affairs

AMARC recently held its annual gathering of Individual Mobilization Augmentees. Throughout their seven day activation, nicknamed the "AMARC Spring Fling," the IMA team helped prepare the center for the upcoming Air Force Materiel Command Logistics Standardization and Evaluation.

Armed with instructions and checklists developed by the Air Force, AFMC, the office of Air Force Occupational Safety and Health, and technical orders, the group broke off into teams to evaluate programs, policies and procedures in areas such as aircraft and equipment maintenance, supply, and packaging and crating to ensure compliance with applicable instructions.

While the work was intense and the pace fierce, all of the IMAs felt incredibly supported by those being evaluated.

Lt. Col. Greg Martin, IMA to the comptroller, noted, "During the pre-inspection every supervisor or leader we talked to was professional and went out of their way to provide

the documents and information requested."

As Capt. Shirley Mercier, aircraft maintenance officer, noted, "We were armed with enough knowledge to conduct effective inspections, yet were detached enough from our respective areas to give a thorough and unbiased perspective. This is a very useful way to utilize IMAs because as reservists we don't often get a chance to see the tangible results of our work."

The IMAs also had the opportunity to interface with Tucson community leaders during the aircraft parts processing facility ribbon cutting ceremony.

Lt. Col. Carol Taylor, deputy chief for the Aircraft Out-processing Division, said, "I enjoyed meeting with Tucson community leaders. They are the center's oldest and strongest supporters and enjoyed being a part of the event."

No IMA meeting is complete without physical fitness, and this year's Spring Fling was timed to perfection in accordance with the current Physical Fitness Test standards. The group was delighted to see Col. Lourdes Castillo, AMARC commander, join them for a very 'brisk' early morning run at the DM run-

ning track.

We are very proud to report that one of our very own IMAs, Captain Mercier, was one of the few Air Force members to attain a perfect score of 100 on her physical fitness test!

AMARC IMAs are a formidable and professional group. These diverse individuals include a software engineer, commercial pilot, social service organization director, international sales director, medical engineering program manager, inspector for the Alcohol Tobacco and Firearms Department, warranty parts manager for a major aircraft corporation and a stay at home mother of an energetic two year old!

In their inspection outbrief to the commander, respective directors and supervisors the IMAs expressed a great deal of satisfaction in seeing their week's work come to fruition.

Col. Debra Matthew, senior IMA to the commander, said, "the IMAs got to meet employees they don't ordinarily interact with and dig into the books a little deeper during their inspections."

The AMARC IMA team is already planning the next Spring Fling. Meanwhile, they will continue to bring their own unique skills to the workplace and benefit the entire AMARC community.

EARNHARDT HONDA





STOP
IF YOU DON'T TRY US
WE BOTH LOSE
MONEY!

**TAKE THE ROAD
TO SAVINGS!**

**FASTEN
SEAT
BELTS!**
You Won't Believe
our Prices

**0%
AVAILABLE
ZERO DOWN**

New '04 Honda Odyssey EX #R4864PKW Auto,
Power Windows/Locks, A/C, Cruise/Tilt, Am/Fm CD Player,
Sliding Electric Doors, Alloy Wheels & More



Lease For **\$240** /mo ⁽¹⁾

New '04 Honda Civic #ES1654PW
Auto, Power Windows/Locks, A/C, Am/Fm CD Player & More



Lease For **\$152** /mo ⁽¹⁾

New '04 Honda Accord #CM5634PLW
Auto, Power Windows/Locks, A/C, Cruise/Tilt, Am/Fm CD Player,
Keyless Entry



Lease For **\$196** /mo ⁽²⁾

Earnhardt Honda - Avondale
101 Freeway and I-10
888-723-3136



No dealers. Subj. to prior sale. Not available on any other advertised offers. Exp 01/31/04. Vehicles subj. to prior sale. Vehicles may not be as shown. We reserve the right to make corrections on omissions or typographical errors. (1) 54 mos term, \$2500 Decap plus tax, title license & \$295.50 doc fees (\$1220.48) 54 closed end, 12K mi/year, 730+ Isaac score to qualify, OAC. (2) 36 mos term, \$2500 Decap plus tax, title license & \$295.50 doc fees (\$1044.00) 36 closed end, 12K mi/year, 730+ Isaac score to qualify, OAC

**LOOKING FOR
CREDIT WITH
"NO BULL"**

**CREDIT ADVISORS STANDING BY
FAST | EASY | CONFIDENTIAL
24 HOURS / 7 DAYS A WEEK
"NO BULL" • SINCE 1951 • www.MRED.com**

CALL NOW FOR YOUR CONFIDENTIAL CREDIT APPROVAL
800.217.MRED 

SPECIAL LIMITED TIME OFFER TO NEW ADVERTISERS IN

DESERT AIRMAN¹

Official base newspaper for
Davis-Monthan Air Force Base



**CALL
TODAY!**

LUCKY

ADVERTISING SPECIAL

**Sign up now to run 6 ads at our
low six-issue contract rate and your
SEVENTH AD IS FREE*!**

- * Seventh ad is free only with signed six issue advertising contract.
- * Free ad must be same size as preceeding six ads.
- * Advertiser's account balance must be current

**HOW MANY FREE ADS
WOULD YOU LIKE?**

For every six issue contract completed,
you receive the seventh ad FREE -
up to one year total commitment.



CALL TODAY
IN TUCSON: (520) 623-9321
TOLL-FREE: (877) 925-8281